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In better-quality brown coal the superplan was not fulfilled, but it was exceeded in poorer qualities.

One reason is that output from brown-coal surface mines is higher than that from pits. While work in the surface mines is satisfactorily mechanized, that in the pits is as primitive as it ~~was~~ 20 years ago.

The other reason is the obsolescence of the sorting devices of the Sokolov coal districts. Output of brown coal is increasing very rapidly. While production of black coal in 1950 surpassed that of 1937 by 10.7 percent, output of brown coal in 1950 was 152.82 percent of prewar. The sorting devices in the brown-coal mines were not designed for the present rate of output and are thus unable to keep pace. As a result, considerable quantities of brown coal are being delivered to consumers as ungraded pit coal while the output of sorted categories cannot increase as quickly as that of unsorted categories and of coal dust. It is necessary to solve the problem of sorting inferior grades of brown coal and particularly of coal dust in the mines as soon as possible.

The following table shows the fulfillment of the black-coal plan in 9 months of 1950:

<u>Month of 1950</u>	<u>Black-Coal-Plan Fulfillment (%)</u>
January	97.8
February	102.9
March	102.7
July	111
August	112
September	98.1
October	97.6
November	101
December	113.8

This is an example of a very bad feature of the black coal industry: the unevenness of plan fulfillment, which is particularly bad in the Ostrava-Karvinna district. The Miners' Day effort added to this phenomenon. Before the designated day the mine workers and technicians made a determined effort to achieve high production. After Miners' Day, however, the plan fulfillment dropped considerably. The mobilization of labor at the end of the year showed that a high target can be fulfilled, and even surpassed, since the plan and superplan target for December 1950 were higher than for the preceding months. The irregular fulfillment of the plan and the last-minute all-out effort are features which have not yet been overcome. The planners have not yet learned to break down the total yearly plan into the individual periods while keeping in view the difficulties which occur during various periods. For example, they have failed to consider that considerable numbers of brigade workers are on leave at Christmas and around New Year's, which tends to reduce the labor force. The target for January does not take into account this phenomenon, which recurs every year. Again, technicians and trade-union functionaries have not yet learned to take the necessary measures to avoid, for instance, the absenteeism and accumulation of leave at the beginning of January and after Miners' Day. The mines had a smaller manpower force at the beginning of 1950 than in 1949. Between January and March there were 3,000 fewer workers in the mining industry than during the same period of 1949, and not until April and later months did the number of workers increase. Actually, the planned labor-force level was not reached in any of these months, and manpower remains a problem for the mines. There are two possible solutions to the problem: to increase the number of workers, and to increase labor productivity.

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There are several ways to increase the number of workers. The importance of the Lany movement must be stressed. On the initiative of President Gottwald 10,000 more boys and girls joined the mines last year, dozens of new modern boarding houses have been built, and a solid basis for the solution of the mines' manpower problem has been laid.

The education of mining apprentices is a serious problem. The National Conference of Mining Apprentices, held in Prague at the beginning of November, proved that boys and girls want to become new socialist miners and wish to work in new ways. Recruitment of boys at the age of 17 is now being considered; they will be quickly trained and within 6 months will be prepared for work in the mines.

The brigade movement remains an insufficiently utilized source of permanent manpower. Tens of thousands of brigade workers are now joining the mines. The Conference of Regional Brigade Councils, held in Prague at the beginning of January, disclosed many shortcomings in the brigade movement. Brigade workers are not being properly trained for their work, and the care of brigades and their housing were found to be unsatisfactory. Complaints about unsatisfactory living conditions have come particularly from the Most region. It would be possible to recruit thousands of new regular mine workers from brigades but for the housing shortage. The program of allotting housing facilities to the new mine workers acquired from the brigades has failed. Housing is a very serious problem for the mining industry, and it is getting more acute in the brown-coal areas.

Little progress was made in 1950 in organizing and concentrating work, but shock workers have proved that, by better utilization of working time and better division of labor, it is possible both to dig coal and to load conveyors on one shift. Although the mechanization techniques of Bartos, Matusek, and Trnka may be viewed with pride, their methods have not been accepted widely even in the enterprises in which they originated.

There was, however, no large-scale mechanization of the mines during 1950, since all efforts in this direction are blocked by the shortage of rake conveyors. No mechanization can be accomplished without these conveyors, and the shortage also prevents a better utilization of other mining machinery. In 1950 not one rake conveyor was produced in Czechoslovakia.

The dispatcher service, which has made a very good contribution toward the organization of mining work, was hampered by the shortage of telephones and cables.

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